

**ARGYLL AND BUTE COUNCIL**  
**CHIEF EXECUTIVE'S**  
**PERFORMANCE MANAGEMENT**

**AUDIT COMMITTEE**  
**17 SEPTEMBER 2010**

**Introduction**

1. This paper provides an outline of the next significant developments in performance management, as requested by the Audit Committee.

**Recommendation**

2. It is recommended that the Audit Committee notes the content of this report.

**Detail**

3. The following table illustrates the key areas for development over the coming months. The Members' seminar on 13<sup>th</sup> August has already introduced these topics to Council. Detailed work plans are in development to ensure robust delivery.

<b>Outcome</b>	<b>Action</b>	<b>Lead</b>	<b>Complete by date</b>
Embedding the Planning & Performance Management Framework	Review Scorecards, including Member engagement in selecting KPIs	<ul style="list-style-type: none"><li>• SMT (Council SC)</li><li>• Directors (Dept SCs)</li><li>• Service Heads (Service SCs)</li></ul>	Mar 2011
	Ensure Scorecards link to Plans at all levels	<ul style="list-style-type: none"><li>• SMT (Corporate Plan)</li><li>• Directors and Service Heads (Service Plans)</li></ul>	Mar 2011
	Organisational management is informed by performance information	<ul style="list-style-type: none"><li>• SMT</li><li>• DMTs</li><li>• Service Managers</li></ul>	Mar 2011
	Improve Partner involvement in performance management through greater access to Pyramid	<ul style="list-style-type: none"><li>• Partners</li><li>• Improvement &amp; HR</li></ul>	Dec 2010

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